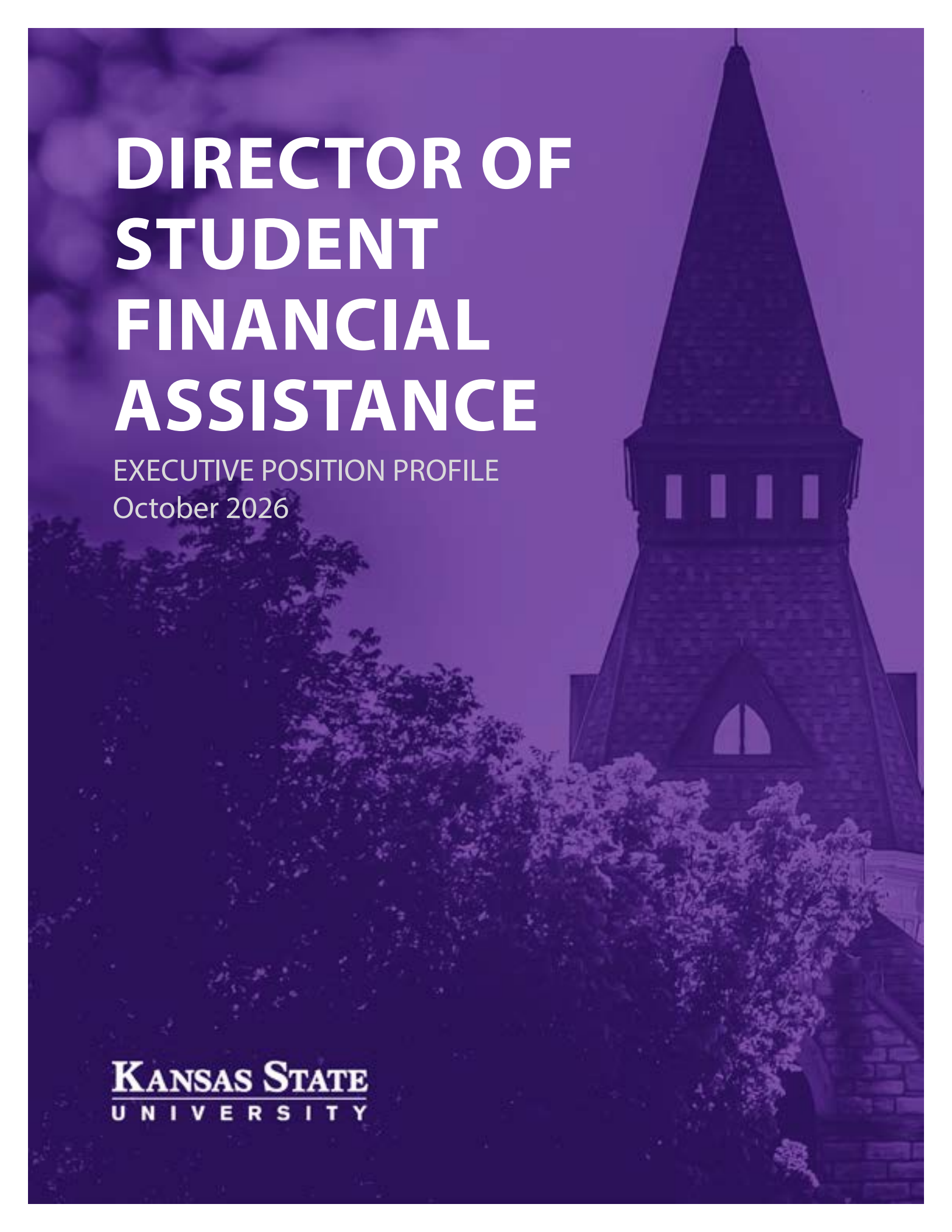




DIRECTOR OF STUDENT FINANCIAL ASSISTANCE

EXECUTIVE POSITION PROFILE
October 2026

KANSAS STATE
UNIVERSITY

The Opportunity

Academic Career & Executive Search is pleased to assist Kansas State University in its search for Director of Student Financial Assistance.

For priority consideration, please apply by November 30, 2026. Applications will continue to be accepted until the position is filled; however, review of applications received after the priority date is not guaranteed.

Kansas State University (K-State), a leading public land-grant research university, invites applications and nominations for the position of Director of Student Financial Assistance. With oversight of more than \$90 million in annual financial aid, the next Director will lead a critical student-facing operation, build and develop a high-performing team, and drive operational improvements while shaping institutional financial aid strategy. Reporting to the Vice Provost for Enrollment Management, the Director will play an influential role in furthering the University's [Next Gen K-State Strategic Plan](#), particularly its priorities for expanding educational access, growing enrollment, and advancing student success.

The Director will oversee a team of approximately 22 professionals across financial aid operations, compliance and reporting, and scholarships, including partnerships with the K-State Foundation and academic colleges on scholarship administration and awarding. As the University's chief financial aid administrator, the Director will set clear priorities, guide strategic resource allocation, and expand the effective use of technology and data to improve operations and service delivery. Working closely with academic colleges and administrative partners across K-State, the Director will work collaboratively to align financial aid and scholarship strategies with institutional priorities for student recruitment, enrollment, and retention, while ensuring timely, proactive communication across campus.

The successful candidate will bring a proven record of leading financial aid operations and developing teams that deliver results. K-State is looking for a visible, engaged, hands-on leader who sets clear expectations, builds accountability, and creates an environment where staff are valued, challenged, and encouraged to grow. The ability to navigate challenges, make sound decisions, and build productive relationships across the University is essential. Equally important is the ability to communicate complex financial aid information clearly and deliver responsive, high-quality service to students and families.

Key Responsibilities

The Director's key responsibilities include:

- Provide vision, strategic leadership, and day-to-day oversight for all functions of the Office of Student Financial Assistance (OFSA), ensuring excellence in service delivery, process efficiency, and institutional compliance.
- Lead annual and long-range planning for financial aid operations, aligning services with institutional strategic priorities and enrollment goals.
- Act as a thought partner to deans, advancement leaders, and other university executives in expanding access and student success through strategic aid investments.
- Ensure compliance with all federal (Title IV), state, NCAA, and institutional financial aid regulations, policies, and procedures.
- Evaluate financial aid programs and awarding strategies to ensure they support institutional enrollment, affordability, access, and student success priorities.
- Lead technology and process innovation to improve financial aid delivery, including automation, CRM integration, data integration, and student self-service capabilities.
- Administer and reconcile annual financial aid budgets totaling over \$90 million, including institutional, state, federal, and donor-directed funds.
- Provide mentorship, performance evaluation, and professional development planning that encourages growth and retention.
- Foster a collaborative environment that prioritizes staff engagement, strong customer service and high-impact service delivery.
- Ensure students and families receive clear, timely, and accurate information about financial aid opportunities and responsibilities.
- Develop and monitor key performance indicators and metrics to assess financial aid operations, service delivery, resource utilization, and student outcomes.
- Lead continuous improvement efforts through analysis of processes, outcomes, service metrics, and stakeholder feedback, identifying opportunities for innovation and operational enhancement.

A complete list of responsibilities is available upon request.

Requirements

Minimum Qualifications

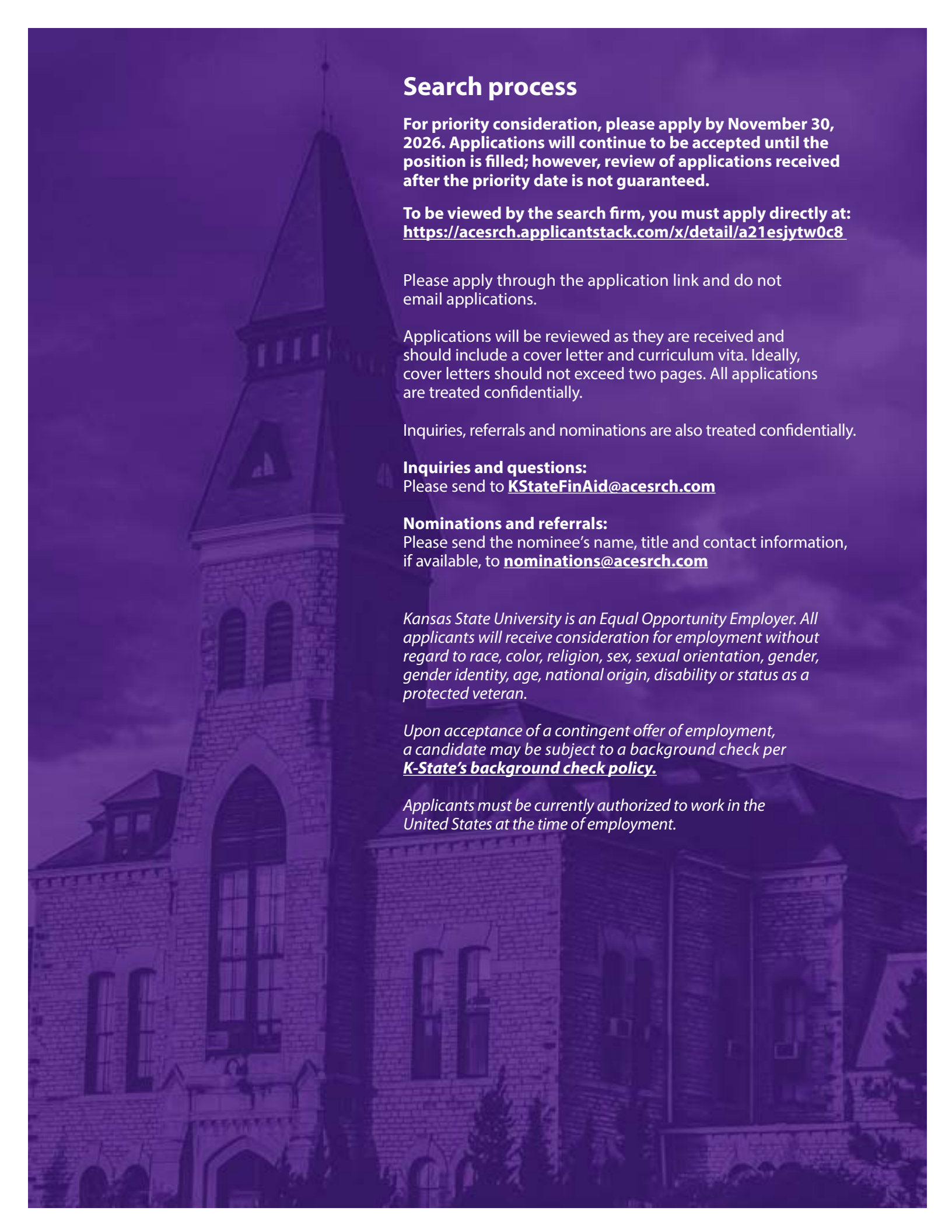
- Bachelor's degree.
- Five (5) years of relevant experience.

Preferred Qualifications

- Master's degree in higher education, public administration, business, or a related discipline.
- Expert-level knowledge of software (both campus and federal systems) used to process financial aid.
- Demonstrated utilization of data, project management, resource optimization and current industry technology in support of meeting the department's goals and responsibilities.
- Strong leadership and management skills, including effective training, coaching, evaluating and fostering a culture of service excellence, collaboration, and accountability.
- Skill in budget preparation and fiscal management; ability to analyze and interpret financial information and to develop and prepare financial aid reports and analyses.
- Knowledge of techniques for recruitment and retention of students through the use of financial aid and scholarship leveraging and predictive enrollment modeling.
- Working knowledge of leveraging an integrated CRM (Slate preferred).
- Knowledgeable in the areas of strategic enrollment management planning.

Knowledge, Skills and Abilities

- Demonstrated time management and priority setting skills.
- Advanced critical thinking and problem-solving skills, good judgment and decision-making ability.
- Exceptional written, verbal, and presentation skills.
- Strong interpersonal and leadership skills, along with the ability to initiate and maintain internal and external relationships.
- Strong professional integrity and ability to maintain strict confidentiality.
- Ability to work collaboratively and effectively with colleagues and campus partners.
- Ability to use general office software, including Microsoft Office Suite and Google Suite products.



Search process

For priority consideration, please apply by November 30, 2026. Applications will continue to be accepted until the position is filled; however, review of applications received after the priority date is not guaranteed.

To be viewed by the search firm, you must apply directly at: <https://acesrch.applicantstack.com/x/detail/a21esjtw0c8>

Please apply through the application link and do not email applications.

Applications will be reviewed as they are received and should include a cover letter and curriculum vita. Ideally, cover letters should not exceed two pages. All applications are treated confidentially.

Inquiries, referrals and nominations are also treated confidentially.

Inquiries and questions:

Please send to KStateFinAid@acesrch.com

Nominations and referrals:

Please send the nominee's name, title and contact information, if available, to nominations@acesrch.com

Kansas State University is an Equal Opportunity Employer. All applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender, gender identity, age, national origin, disability or status as a protected veteran.

*Upon acceptance of a contingent offer of employment, a candidate may be subject to a background check per **K-State's background check policy.***

Applicants must be currently authorized to work in the United States at the time of employment.

About Kansas State University

Founded in 1863 as the nation's first operational land-grant university, Kansas State University has grown into a comprehensive research university with more than 55,000 students, 1,300 faculty and 3,000 staff members. It spans three physical campuses: the main campus in Manhattan; K-State Salina, home to aviation and technology programs; and K-State Olathe, which serves the industry and workforce needs of Greater Kansas City.

K-State has nine colleges, Graduate School and K-State Online and offers more than 400 degrees and options, from bachelor's to doctoral degrees. K-State Research and Extension also serves the citizenry with a presence in every county throughout Kansas and supports research in more than 20 K-State departments. K-State has an annual budget of more than \$900 million.



With more than 200,000 living graduates, the K-State Alumni Association ranks in the top 10 among Power Five conferences for the percentage of graduates who are members.

Private giving to the university is around \$200 million per year, and the value of K-State's long-term investment pool is \$1 billion. The university and foundation recently completed a major fundraising campaign that raised \$1.6 billion.





About the Community

Situated in the heart of northeast Kansas' scenic Flint Hills, Manhattan's 55,000 citizens enjoy a dynamic region with shopping, dining, entertainment and nightlife. Manhattan is also conveniently located for quick access to major urban centers. In addition to being less than two hours from Kansas City, the Manhattan Regional Airport offers multiple jet flights daily to Dallas-Fort Worth and Chicago.

Additionally, the city of Manhattan has been a valuable partner to Kansas State University in facilitating growth of the institution. That's why the Princeton Review routinely recognizes Manhattan and Kansas State in the Top 5 community Town & Gown Relations. Manhattan has also been ranked No. 2 Best Place to Live in America by [Livability.com](https://www.livability.com/).

Manhattan is affectionately known as the "Little Apple," a nod to its East Coast namesake, but has a vibrant culture all its own.

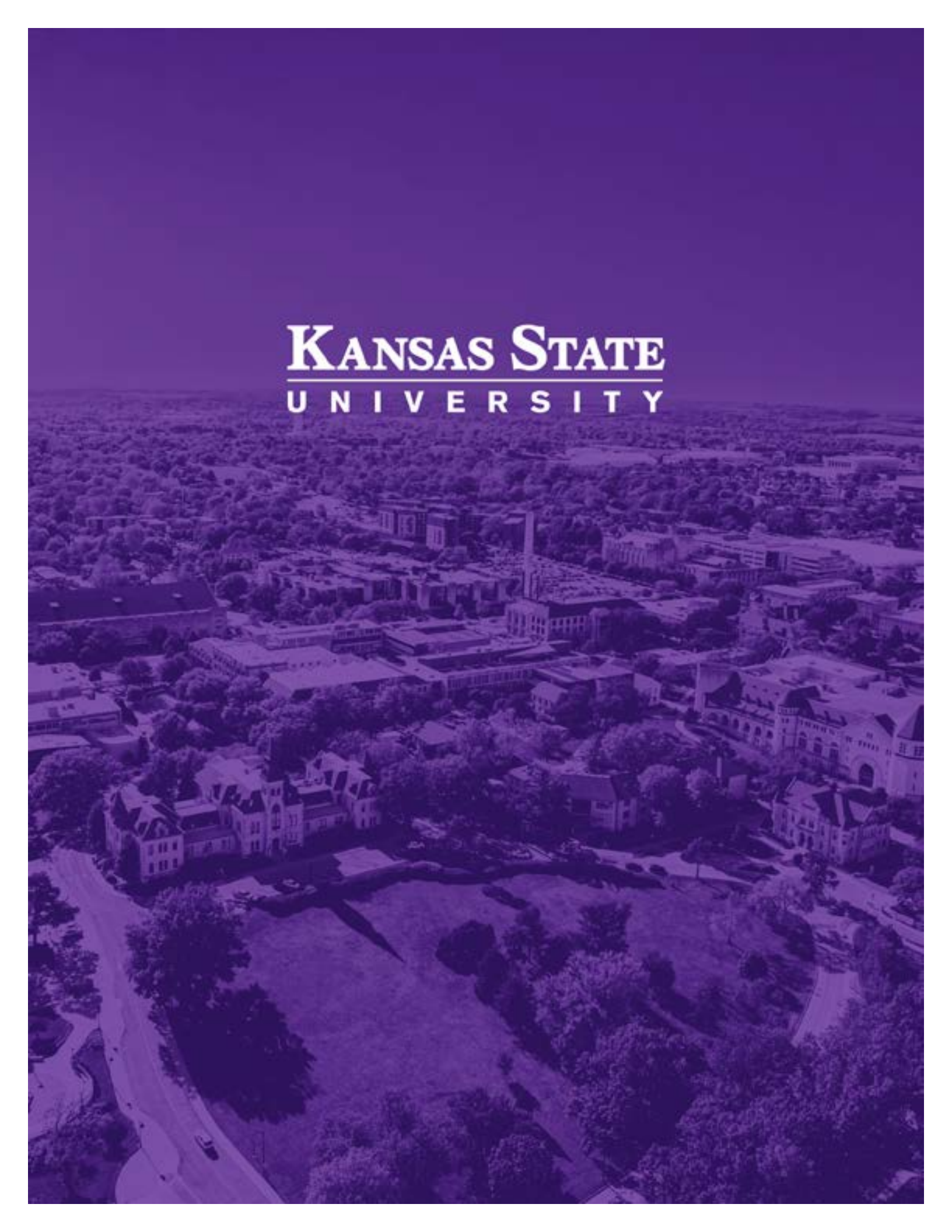




Here is just a sampling of what residents look forward to year-round:

- A cost-of-living index of 89% of the U.S. average, according to the Council for Community and Economic Research.
- Shopping, dining and socializing in Aggieville, a local entertainment district with a fun, energetic vibe.
- A vibrant, revitalized downtown area with fine dining options and local boutiques.
- The Flint Hills Discovery Center, featuring exhibits about the beautiful surrounding region.
- Beautiful outdoor life at Sunset Zoo and The Gardens at K-State.
- Recreation opportunities at the Konza Prairie, Tuttle Creek Lake and State Park, Linear Trail and more.
- A vibrant health care community, including a 150-bed acute care facility and an independent state-of-the-art surgical center. Other nationally ranked facilities are within an easy drive.
- The university's McCain Performance Series, which hosts acclaimed Broadway musicals, comedians, musicians and other entertainers.
- Marianna Kistler Beach Museum of Art celebrates regional art and brings art and artists from around the world to the heart of Kansas. The museum's collection continues to focus on the art of Kansas and the region.
- Exciting Big 12 athletic events from a Power 5 conference.
- Colbert Hills Golf Course, ranked as the top public golf course in Kansas.
- Excellent K-12 education. The local high school ranks among the top 5 percent of U.S. high schools, and the district is home to several Kansas Master Teachers.

Learn more about the Manhattan community at manhattan.org or manhattancvb.org.

An aerial photograph of the Kansas State University campus, showing various academic buildings, a large green lawn in the foreground, and surrounding trees. The entire image is covered with a semi-transparent purple overlay.

KANSAS STATE UNIVERSITY